

Influences of Leadership and Productivity on perceived differences in performances of Bsc and HND graduate in Nigeria.

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Abstract

The aim of this study is to find out if there are differences in the leadership skills and productivity of BSC and HND graduates in Nigeria. A 2 x 2 analysis of variance was used for the study. A purposive random sampling method was used to select the public and private sector employers used for the study. 200 graduates employees were selected and drawn from the public and private sectors in western parts of Nigeria. The researchers now involves the supplements of questionnaires in collecting data. The results of the study showed no significant difference in the leadership skills of HND and BSC graduates in the public and private sectors in western Nigeria. The result further showed that there was no appreciable differences in the productivity of HND and BSC graduate in public and private sectors in western Nigeria

Keywords: *Leadership skills, productivity, B.SC/BA graduates, HND graduate, private and public sector.*

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I. INTRODUCTION

The perceived rivalry between graduates of the polytechnic and university seems to have no end insight as we witness subtle discriminations of employers of labour towards HND graduate as reported by employees. This has generated endless debates and appears to be giving rise to bad blood in the national work force. The negative contribution to national productivity and development can be imagined. Some researchers like Abdulkadir (2014) thinks that there should be no comparison between university and polytechnic graduates because each one is unique and designed to carry out different objectives, while another researcher (RD2013) sees to point out or negate the former by pointing out that employers of labor place the two sets of graduates on different salary scales. Banks seem to be guilty of this act because they employ HND graduate on contract and on lower levels to their university counterparts. This discriminations appears to be heightened by governments actions and inactions which see HND holders being prevented from rising to the position of permanent secretary in ministries unless they support their HND with a post graduate diploma (Akinyemi(2012) This is against the backdrop of the misconception that those who go to do HND do not have relevant qualification to enter into university. As a result, employers of labor seem to prefer university degree holders. This appears to be indirect and disregard to personal qualities and possession of relevant works knowledge and skills by the prospective employees. There have been few attempts to research into this very important area that was far reach implications for national productivity. Employers, educationist, and policy makers have exploit various opinions about the level and extent of discrimination among BSC and HND graduates in Nigeria and Africa although in western countries this may not be as higher in Nigeria and Africa. This may be due to their very clear educational policies. Ababio, Aidoo, Boateny, Achampony, Nicholas(2012) Studied the perception of polytechnic students towards HND certificate; 4% of the participant disagree that HND qualification is equivalent to middle level manpower. But 37% agree that the polytechnic provides the necessary logistics in enhancing vocational studies. This study may not proffer much explanations regarding the perceived discrimination under study, or still asserts that HND certificate holder is not a middle level manpower employee, which appears to be bane of the discrimination. (CRD2013). The outer and the public outrage including media campaigns against discriminations among the two classes of graduates have continued unabated till date. It is suggested that national development and productivity can adversely be affected if this continues without check. This unending debate in meaningless superiority context between the two class of certificates is more harmful to productivity. It appears that employers choose one set over another without first

determining if they possess needed leadership skills/qualities and are productive and proficient. Many otherwise brilliant graduates with HND may not have the grace of bringing out their best potentials.

Martins (1992) proffered reasons why this is so, they said that the universities have been around much longer than the polytechnics and so their graduates are usually preferred to their polytechnic counterparts. Differences in their curriculum which is to be expected, should give different form to their respective contribution to national growth and development and so that can form a basis for discrimination is baffling.

Some courses have six years durations in the university while all courses in the polytechnic have four years durations and this could be a causative factor too, in the clear performance employers of labour seem to have preference for university graduates. However, finding a reason behind employers in the public and private sectors assumed preference for one set of graduates over another, can not be done without empirical data. Hence the need for this study.

II. METHOD

This is a descriptive research of the survey type. This plan of investigations is appropriate since it considered and found on the observation and description of the existing situation. The study adopted a 2x 2 factorial design

POPULATION;

The study interviewed 200 respondents, purposive sampling was used to carry out the research among employers of labor in private and public sectors.

INSTRUMENT ; The instrument used was a well designed instrument titled “graduate discrimination scale”, the instrument was divided into two parts made up of bio-data and is comprised of personal data of the respondents like age, location town.; section B was made up of items designed to elicit responses from employers of labor in the public and private sectors.

The instrument was administered by researchers assistants in various places of work across the selected states (Ekiti, Oyo, Ogun, and Lagos) in western part of Nigeria

Data analysis;

Descriptive Statistical techniques were used which means a standard deviation was used. Hypothesis were listed at 0.05 level of the significant.

Results;

This section presents the results of data analysis for the study. The was presented according to the hypothesis of the study.

Hypothesis one;-

TABLE 1

LEADERSHIP	N	Mean	SD	Std error	95% cont interval for mean		Upper
					lower	Bound	
PRIVATE SECTOR	36	34.0211	7.60456	.78021	32.4712	35.5702	
PUBLIC SECTOR	100	34.04476	5.92082	.57782	33.3018	53.5935	
TOTAL	200	34.2450	6.75895	.47793	33.3025	36.1875	

TABLE 2

Test of Homogeneity of variance Leadership.

Levene statistics	Df1.	Df2	Sig
6.568	1	198	.100

TABLE 3

ANOVA; Leadership

	Sum of squares	DF.	Mean square	f	sig
Between groups	9.075	1	9.075	.198	.657
Within groups	9081.920	198	45.868		
Total	9090.995	199			

From table1, there are 94 respondents working in the private sector 105 working in the public sector. The private sectors with mean and standard deviation value . 34.02 and 7.60 private sector and standard deviation value for public sectors are 34.45 and 5.92.

Table 2 shows the levene statistics , which is used to test for homogeneity of variance. The significance is 0.01 which is as then 0.05.It means the variability of leadership skill of HND and Bsc graduates in private and public sectors is significantly different.

Table 3 shows the ANOVA result, the significant value is 0.66 ; this shows that there is no significant different between leadership skills os HND and Bsc graduate in the private and public sectors. This was inconclusions, there is the $p < .05$ level / or the two sectors ($f(1,198)=0.20, p = 0.66$).

Hypothesis 2

DESCRIPTIONS PRODUCTIVITY

	N	mean	SD	Std error	95% confidence interval of mean	
					Lower	Upper
PUBLIC SECTOR	95	32.3474	7.79630	.79988	30.7592	33.9356
PRIVATE SECTOR	105	32.5414	6.91272	.67461	31.2336	33.9092

Test of Homogeneity of variances Productivity; TABLE 3

Levene statistics	Df1	Df2	sig
.952	1	198	.330

AVONA Productivity; TABLE4

	Sum of square	Df	Mean square	F	sig
Between group	2.504	1	2.504	.046	.830
Within group	10683.251	198	53.956		
Total	10685.755	199			

From table 1, there are 95 respondants working in the private sector and 105 working in the public sector. The private sector with mean and standard deviation value 32.24 and 7.80 while the mean and standard deviation value for public sector, are 32.57 and 6.91.

Table 3 shows the levene statistics which is used to test for homogeneity of variance. The significance is 0.33 it means that variability in the productivity of HND and Bsc graduates in private and public sectors was not significantly different.

Table 4 shows the ANOVA result. The significance value is 0.80; this shows that there is no significant difference between the productivityof graduates in both private and public sectors.This is at $p < 0.05$ level for the sectors ($F(1,198) = 0.05p = 0.83$)”

III. DISCUSSION

The result of this study shows that there is no significant difference in the leadership skills among Bsc and HND graduate in private and public sectors. This appears that recent events in the country; with respect to agitation for parity between two sets of graduates have eased some what. Now the requirement for entry into the university and polytechnics are now the same. This could have led to the reason for no significant different between the two sets of graduates. According to Abdulkadir (2014) thes are no different in the performances of Bsc and HND graduates because each is unique and subjects to different curricula of studies. It can also be interfered from this, that leadership skills of this two sets of graduates cannot really be significantly different. Again, both sets of graduates are exposed to the same elective seminar courses that gives students explosive and wider outlook to life. Such courses like sociology, psychology, philosophy, etc. this could further explain the reason for no differences in leadership skills between the two sets of graduates.

With respects to productivity of both sets of graduates. Juwel and what (2015) Explained that polytechnic graduates are TVET skilled and has affected their productivity level.

IV. CONCLUSION AND RECOMMENDATION

The issues of discrimination among HND and Bsc has been with us for some time now. The emphasis on differences in leadership skills and productivity of the two sets of graduates brought much suffering on graduates. The result of this presents study has shown that there no significant differences in leadership skills and productivity of the two different classes of graduates under study. This may have succeeded in bursting myth of superiority claims of Bsc over HND graduates in relations to leadership and productivity, The confirmed outcry to end the apparent discriminations between the Bcs and HND graduates in increased and there seems to be no rational basis for this discrimination.

It is recommended, therefore that employers of labor in both private and public sectors should pay more attention to qualifications rather than appearances.

Government should do more to end this needless tussle by putting together proper legislations and policy to end this discriminations once and for all. All barriers preventing the upward mobility of the HND graduates should be dismantled so that they can be at par with their other counterparts. Employers of labor should use the standard employment procedures like test, interviews and other specialized recruitment techniques to set the best man for the job. It is also suggested that, where possible details of transcript of prospective employee can be demanded to determine how fit is a graduate between his supposed knowledge and job requirements. This will eliminate all forms of prejudice. Consultants could be hired to recruit on behalf of employers to remove cases of bias on the parts of employers.

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